



CITY OF SAN JOSÉ, CALIFORNIA

INVITES YOUR
INTEREST IN
THE POSITION OF

INDEPENDENT POLICE AUDITOR



**BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

San José, the third largest city in California, is the heart of cultural, government and economic activity for the Silicon Valley region. Home to a diverse population of 989,500, San José is a City proud of the cultural and ethnic diversity of its population and workforce and the rich cultural identity of its many neighborhoods. City residents speak more than 52 different languages. San José has a world-renowned quality of life, beautiful climate, and offers a myriad of exciting cultural, recreational, educational, and entertainment opportunities for residents and visitors alike.

The City of San José has had the nation's best public safety record of any metropolitan area and consistently been named one of the Safest Big Cities in America. San José offers a wide variety of housing options with numerous distinctive neighborhoods and quality schools. Residents also enjoy close access to outstanding higher learning institutions, such as Stanford University, University of California at Berkeley, San Jose State University, Santa Clara University, and the University of California at Santa Cruz.

San José is one of the nation's best managed cities and one of the best places for businesses and careers. Leading the nation in the number of high-tech companies, San José is appropriately known as the "Capital of Silicon Valley." San José serves as headquarters for companies such as Adobe, Cisco, eBay, Xilinx, and other companies in the fields of green technology and bio-technology. The San José metropolitan area ranks second as a national leader in exports, and has strong economic ties with countries throughout the world, including China, India, Taiwan and the European Union.

With 300 days of sunshine annually and an annual average temperature of 70 degrees, it is easy to understand why residents enjoy extraordinary recreational and cultural activities year-round. San José is home to the HP Pavilion – home to the NHL Sharks, the Children's Discovery Museum, the San Jose Repertory Theater, the Tech Museum of Innovation, and the historical California Theater. San Jose residents also enjoy close proximity to the beautiful beaches and scenic coast of Northern California, the wonders of the Sierra Nevada, Yosemite National Park, and the San Francisco metropolitan area.

THE CITY GOVERNMENT

Founded in 1777, San José was California's first civilian settlement and also became California's first incorpo-

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rated city and the site of the first State Capital. The City of San José is a full service Charter-City operating under the Council-Manager form of government. The City Council is comprised of ten Council members elected by District to serve overlapping four-year terms, with a two-term limit. The Mayor is independently elected at-large to serve up to two four-year terms.

There are six Council Appointees that are appointed by the Council that include the City Manager, City Attorney, City Auditor, City Clerk, Redevelopment Agency Executive Director, and the Independent Police Auditor. Department directors are appointed by the City Manager with confirmation by the City Council.

The City of San José has 6,845 positions and a total budget of approximately \$3.3 billion for the 2008-2009 fiscal year. San José has a strong reputation for creating innovative solutions and collaborative partnerships between government, businesses, schools, non-profits and residents to address the needs of the community. To learn more about the City of San José, please visit the City's website at www.sanjoseca.gov.

OFFICE OF THE INDEPENDENT POLICE AUDITOR

The City of San José is proud of its link to the innovation and entrepreneurial spirit of the Silicon Valley, and strives for that same spirit and high quality in municipal government services. San José is considered a pioneer in implementing a contemporary approach to civilian oversight of police departments.

The mission of the Office of the Independent Police Auditor (IPA) is to provide



independent oversight of and instill confidence in the complaint process through objective review of police misconduct investigations, as authorized under the City Charter.

The IPA was established in 1993 with the goal of enhancing public confidence and credibility filed against members of the San José Police Department (SJPd). By providing outreach to the San José community and making thoughtful policy recommendations to the City Council, the IPA works to promote accountability and to strengthen the relationship between the SJPd and the community it serves. Operating on an annual budget of \$790,000, the San José's IPA model has been replicated throughout the world and is widely recognized for its effectiveness.

Reporting to the City Council, the IPA is charged with the following responsibilities:

- Monitoring and auditing SJPd investigations of complaints filed against police officers to determine if the investigation was complete, thorough, objective and fair.
- Serving as an alternative location for any person to file a complaint against a San José police officer.
- Conducting public outreach to educate the community about the process and procedures of the investigation of complaints against police officers and the role of the IPA.
- Preparing and presenting reports to the City Council analyzing trends and patterns; statistical analyses; and documentation regarding the number of complaints, the type of complaints, and the number of complaints sustained.
- Making recommendations to enhance and improve SJPd policies, procedures, and training that result in strengthening public confidence in its police force.

THE IDEAL CANDIDATE

The City Council is seeking a proactive, entrepreneurial and dedicated individual to lead the IPA Office. Uncompromising ethics and the highest level of integrity are essential to a candidate's success in this recruitment. The ideal candidate will be a champion and advocate for the mission of the Office and display a strong passion for community outreach and facilitation. The new IPA will have a willingness to make a long-term commitment to the City of San José.



A high degree of political sensitivity is needed. The ideal candidate will work effectively with elected officials and possess the ability to apply objectivity and impartiality even under the most difficult of circumstances. Candidates who can demonstrate strong facilitation, negotiation and diplomacy skills in their role as a Council Appointee are highly desired.

The new IPA will have the opportunity to oversee a talented and diverse staff. The ideal candidate will be a champion for a teamwork environment where feedback and suggestions are welcomed. A solid leader is needed who is able to identify and utilize each employee's individual strengths, while mentoring and encouraging staff development.

The selected candidate will be expected to quickly build strong working relationships with a wide array of constituents and community representatives. In addition to exceptional interpersonal and communication skills, the new IPA will possess a successful track record of proactive community engagement with the ability to work effectively under intense pressure and scrutiny.

Candidates with superior analytical skills, experience in auditing, skills in advanced statistical analysis and creative problem solving abilities, along with a commitment to achieving solutions and results, are highly sought. The incoming IPA will need to quickly grasp the complexity and depth of the City's diversity and the

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challenges faced by professional policing and focus on effective solutions to achieve successful results for the community and the City.

The City is seeking an IPA that will demonstrate a balanced mix of both strong leadership and well-rounded technical skills. Candidates must possess extensive knowledge of police operations, procedures, training, and performance standards, as well as experience conducting statistical analysis and auditing. In addition, candidates who can demonstrate a strong knowledge of criminal and administrative investigations, as well as familiarity with current case law in the criminal law field, penal and evidence code, and other related authorities will be highly valued. A Bachelor's degree in a related field is required; A Master's degree and/or Juris Doctorate is desired.

THE COMPENSATION

The salary for the Independent Police Auditor is \$169,202. In addition to salary, the City offers an outstanding benefits package that includes:

- **Retirement Plan** – The City has its own retirement plan with a 2.5% @55 formula and has reciprocity with CalPERS - The City contributes 17.12% and the employee contributes 6.06% - of annual base salary to the plan.
- **Health Plan** – The City contributes 90% towards the premium for the lowest cost plan. - There are several plan options including Blue Shield and Kaiser.
- **Dental Plan** – The City contributes 100% of the premium for dental coverage.
- **Personal Time Off** – Vacation is accrued at the rate of three weeks per year. Executive Leave of 40 hours is granted annually. Sick leave accrual is equivalent to 8 hours per month.
- **Holidays** – The City observes 14 paid holidays annually.
- **Deferred Compensation** – The City offers an optional 457 plan.
- **Insurance** – The City provides a term life policy equal to two times annual salary. Long-term disability and AD&D plans are optional.
- **Employee Assistance Program** – The City provides a comprehensive range of services through the EAP.



TO APPLY

If you are interested in this outstanding opportunity, please visit our website at www.bobmurrayassoc.com to apply online.

**Filing Deadline:
February 27, 2009**

Following the closing date, resumes will be screened according to the qualifications outlined. The most qualified candidates will be invited to complete a supplemental questionnaire and have personal interviews with Bob Murray and Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of San José. Candidates will be advised of the status of the recruitment following selection of the Independent Police Auditor. If you have any questions, please do not hesitate to call **Mr. Regan Williams** at:

(916) 784-9080.

